

## Chapter I

### DECISIONS OF THE CONFERENCE

1. At its 18th, 19th and 20th (closing) plenary meetings on 25 and 26 July 1985 the Conference adopted the Nairobi Forward-looking Strategies for the Advancement of Women (sect. A below) and at its 17th and 20th plenary meetings it adopted the resolution and decisions (sect. B below) the text of which is set out in this chapter.



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INTRODUCTION

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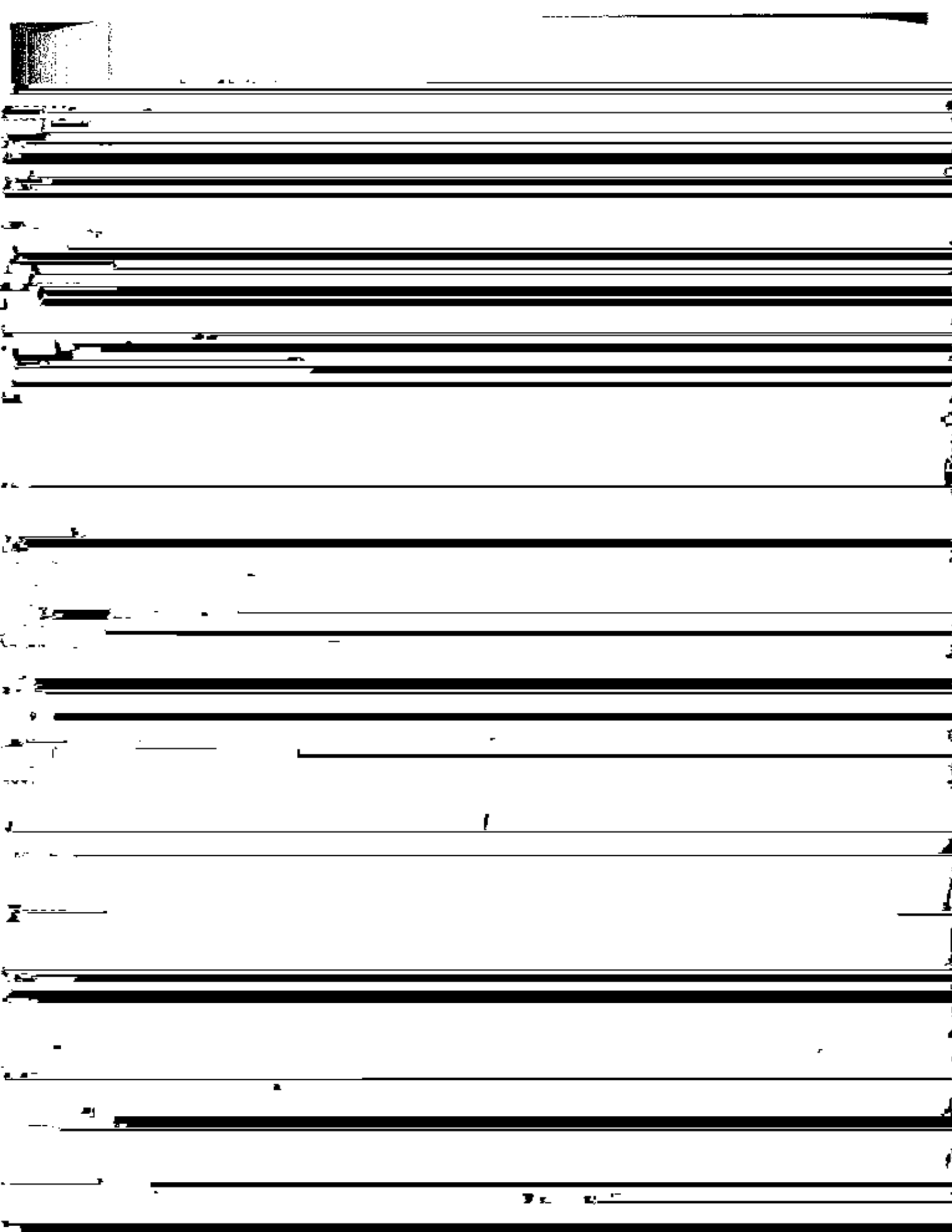
A. Historical background

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Paragraph 1

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The founding of the United Nations after the victory in the Second World War and the emergence of independent States following decolonization were some of the important events in the political, economic and social liberation of women. The





Paragraph 13



concerned multi-dimensional strategies and measures that should be  
people-oriented. Such strategies and measures will require continual upgrading and  
the productive utilization of human resources with a view to promoting equality and  
ensuring sustained, endogenous development of societies and groups of individuals

by political and economic factors such as the critical international economic situation and the consequent adjustment programmes, which in general entail a high social cost. In this context, the economic constraints due in part to the prevailing macro-economic factors have contributed to the aggravation of economic

C. Current trends and perspectives to the year 2000

Paragraph 22

In the absence of major structural changes or technological breakthroughs, it can be predicted that up to the year 2000 recent trends will, for the most part, be extended and adjusted. The situation of women, as it evolves during the period 1986-2000, will also cause other changes, establishing a process of cause and effect of great complexity. Changes in women's material conditions, consciousness and aspirations, as well as societal attitudes towards women, are themselves social and cultural processes having major implications and a profound influence on

be pursued in other areas which would also promote growth and development in developing countries, for example, in respect of further lowering interest rates and pursuit of non-inflationary growth policies.

is closely associated question of sanitation. The problem will continue to be  
greatest where water resources are limited - in arid and semi-arid

Paragraph 33

There is no doubt that, unless major measures are taken, numerous obstacles will continue to exist which retard the participation of women in political life, in the formulation of policies that affect them and in the formulation of national women's policies. Success will depend in large measure upon whether or not women

increased to at least 65 years of good quality life and opportunities for self-supporting employment made available. Above all, laws guaranteeing equality for women in all spheres of life must by then be fully and comprehensively implemented to ensure a truly equitable socio-economic framework within which real development can take place. Forward-looking Strategies for the advancement of women at the regional level should be based on a clear assessment of demographic trends and development forecasts that provide a realistic context for their implementation.

Paragraph 36

The Forward-looking Strategies and multidimensional measures must be pursued within the framework of a just international society in which equitable economic relations will allow the closing of the gap that separates the industrialized countries from the developing countries. In this regard, all countries are called upon to show their commitment as was decided in General Assembly resolution 34/138 and, therefore, to continue informal consultations on the launching of global negotiations, as decided by the General Assembly in decision 39/454.

D. Basic approach to the formulation of the Forward-looking Strategies

Paragraph 37

It is necessary to reiterate the unity, inseparability and interdependence of the objectives of the Decade - equality, development and peace - as regards the

Paragraph 40

The feasibility of policies, programmes and projects concerning women will be affected not only by their numbers and socio-economic heterogeneity but also by the different life-styles of women and by the constant changes in their life cycle.

Paragraph 41

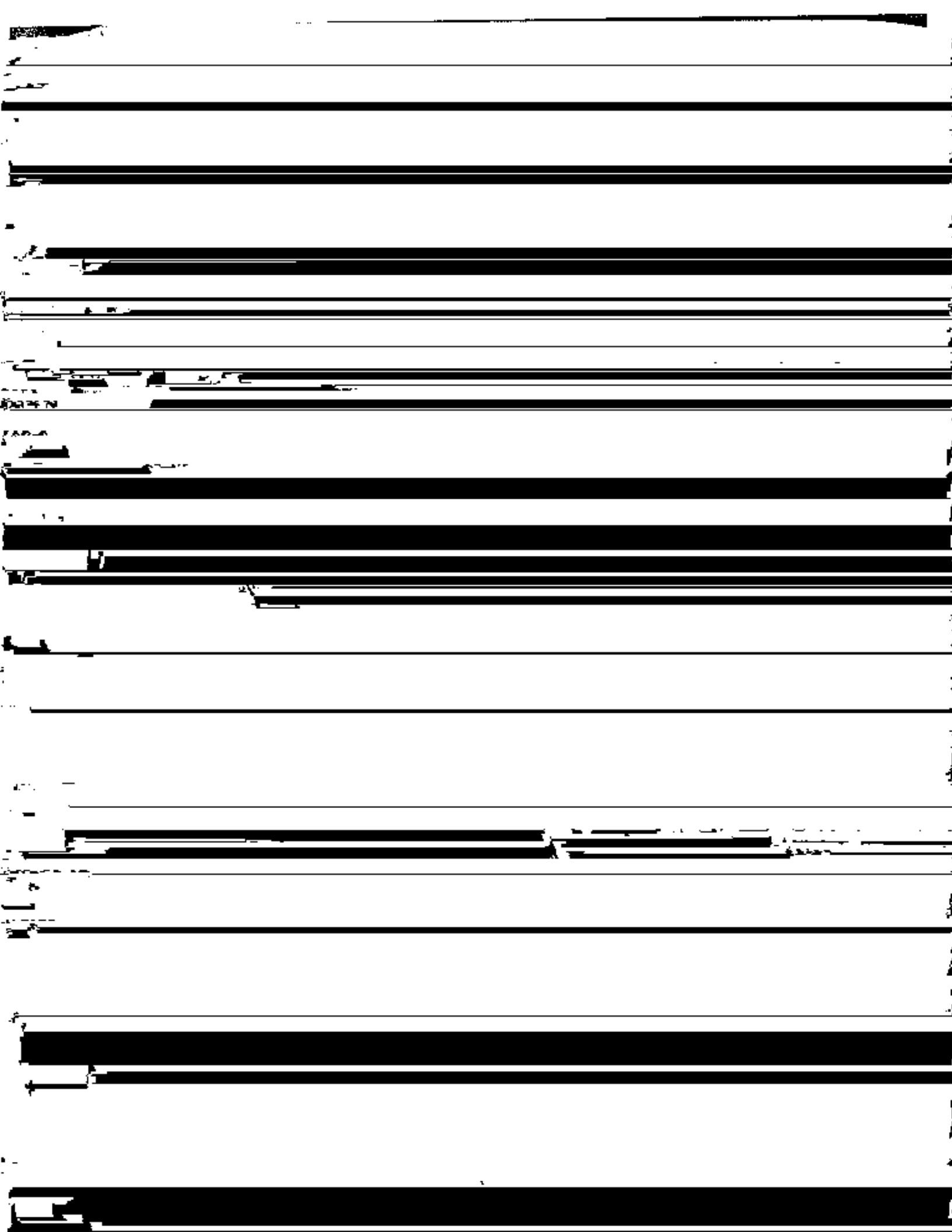
... strategies not only suggest measures for overcoming



legislation, measures are necessary for effective implementation and enforcement. Legislative enactment is only one element in the struggle for equality, but an essential one as it provides the legitimate basis for action and acts as a catalyst for societal change.

Paragraph 44\*

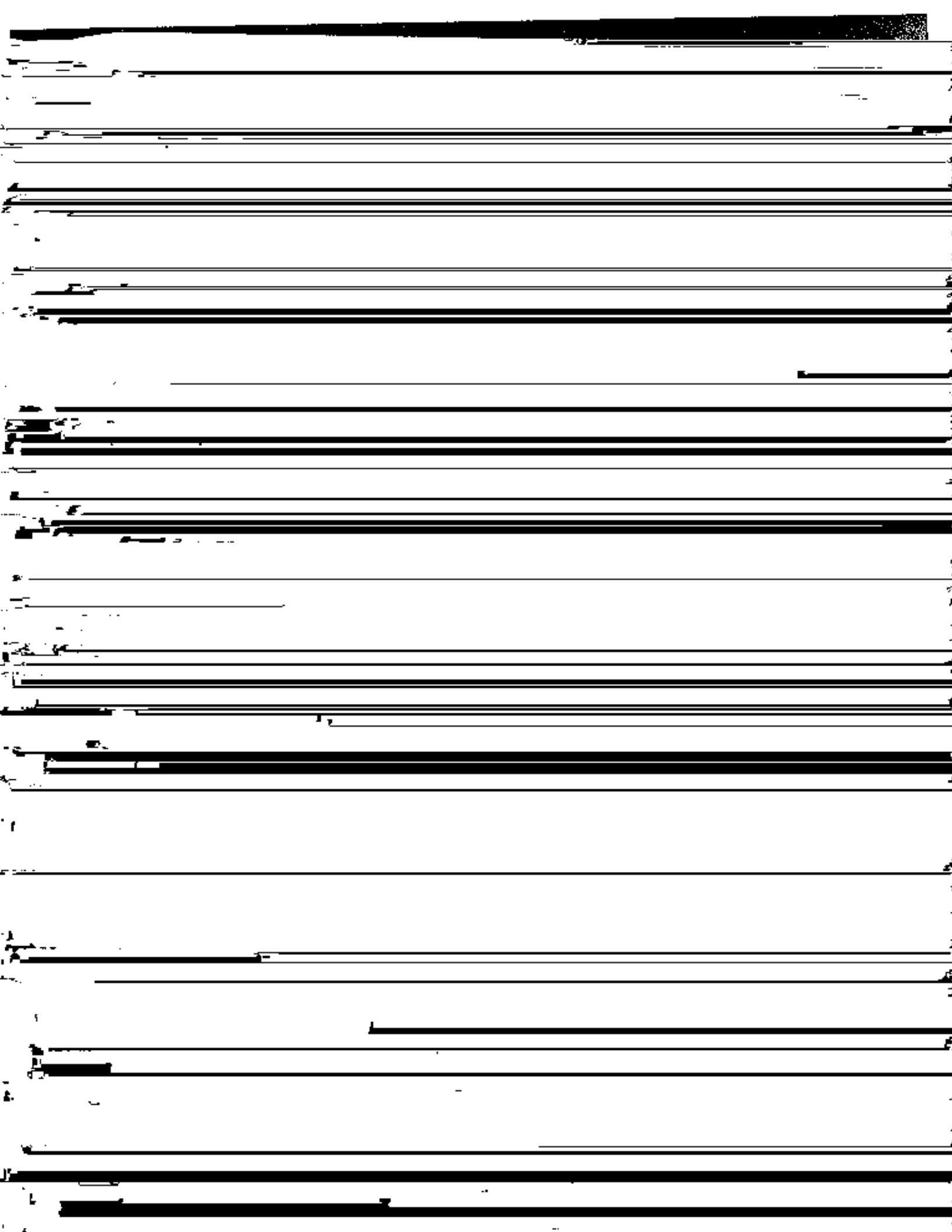
The inequality of women in most countries stems to a very large extent from mass poverty and the general backwardness of the majority of the world's population caused by underdevelopment, which is a product of imperialism, colonialism, neo-colonialism, apartheid, racism, racial discrimination and of unjust international economic relations. The unfavourable status of women is



Paragraph 54

In order to promote equality of women and men, Governments should ensure, for both women and men, equality before the law, the provision of facilities for equality of educational opportunities and training, health services, equality in





Paragraph 70

Measures for the implementation of legislation relating to working conditions

Paragraph 76

Special attention should be given in criminology training to the particular situation of women as victims of violent crimes, including crimes that violate women's bodies and result in serious physical and psychological damage. Legislation should be passed and laws enforced in every country to end the degradation of women through sex-related crimes. Guidance should be given to law enforcement and other...

Paragraph 82

Governments and private institutions are urged to include in the curricula of all schools, colleges and universities courses and seminars on women's history and roles in society and to incorporate women's issues in the general curriculum and to strengthen research institutions in the area of women's studies by promoting ~~and~~ collaboration.



Paragraph 87

Governments and other employers should devote special attention to the broader and more equitable access and inclusion of women in management in various forms of popular participation, which is a significant factor in the development and realization of all human rights.

Paragraph 88

Governments should effectively secure participation of women in the decision-making processes at a national, state and local level through legislative and administrative measures. It is desirable that governmental departments establish a special office in each of them, headed preferably by a woman, to monitor periodically and accelerate the process of equitable representation of women. Special activities should be undertaken to...

II. DEVELOPMENT

A. Obstacles

Paragraph 93

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have had severe repercussions, especially for many developing countries because of their generally greater vulnerability to external economic factors as well as

among the main burden of adjustment in the economic system. [REDACTED]

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part of the decade the belief that

Paragraph 108

Different socio-economic and cultural conditions are to be taken into account when identifying the foremost obstacles to the advancement of women. The current economic situation and the imbalances within the world monetary and financial system need adjustment programmes to overcome the difficulties. These programmes should not adversely affect the most vulnerable segments of society among whom women are disproportionately represented.

Paragraph 109

Development, being conceived as a comprehensive process, must be characterized by the search for economic and social objectives and goals that guarantee the effective participation of the entire population, especially women, in the process of development. It is also necessary to work in favour of the structural changes needed for the fulfilment of these aspirations. In line with these concerns, one should endeavour to speed up social and economic development in developing countries: accelerate the development of the

in the work-load of women [redacted]

Paragraph 118

The relationships between development and the advancement of women under specific socio-cultural conditions should be studied locally to permit the effective formulation of policies, programmes and projects designed for stable and equitable growth. The findings should be used to develop social awareness of the need for effective participation of women in development and to create realistic images of women in society.

Paragraph 119

It is vital that the link between the advancement of women and socio-economic and political development be emphasized for the effective mobilization of resources for women.

Paragraph 120

The remunerated and, in particular, the unremunerated contributions of women to all aspects and sectors of development should be recognized, and appropriate steps should be taken to measure and reflect these contributions in national



Paragraph 124

Regional and international co-operation, within the framework of technical co-operation among developing countries, should be strengthened and

Attributions such as self-hate, guilt, and shame

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Paragraph 135

Measures based on legislation and trade union action should be taken to ensure equity in all jobs and avoid exploitative trends in part-time work, as well as the tendency towards the feminization of part-time, temporary and seasonal work.

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Paragraph 136

Flexible working hours for all are strongly recommended as a measure for encouraging the sharing of parental and domestic responsibilities.

conventions and recommendations as a prerequisite to the hastening of women's effective participation in production, and all business and trade unions should seek to promote the rights and compensations of working women and to ensure that

Paragraph 145

Although general policies designed to reduce unemployment or to create jobs may benefit both men and women, by their nature they are often of greater assistance to men than to women. For this reason, specific measures should be taken to permit women to benefit equally with men from national policies to create jobs.

Paragraph 146

As high unemployment among youth, wherever it exists, is a matter of serious concern, policies designed to deal with this problem should take into account that unemployment rates for young women are often much higher than those for young men. Moreover, measures aimed at mitigating unemployment among youth should not negatively affect the employment of women in other age groups - for example, by lowering minimum wages. Women should not face any impediment to employment opportunities and benefits in connection with their employment.

women should be represented in national and local health councils and committees. The employment and working conditions of women health personnel and health workers should be expanded and improved at all levels. People's health care system

imperative that information on the appropriate use of such drugs is made widely available to all women. When drugs are imported or exported Governments should use the WHO Certification Scheme on the Quality of Pharmaceutical Products Moving in International Commerce.

Paragraph 154

Women should have access to safe and effective

(b) installations, particularly women's



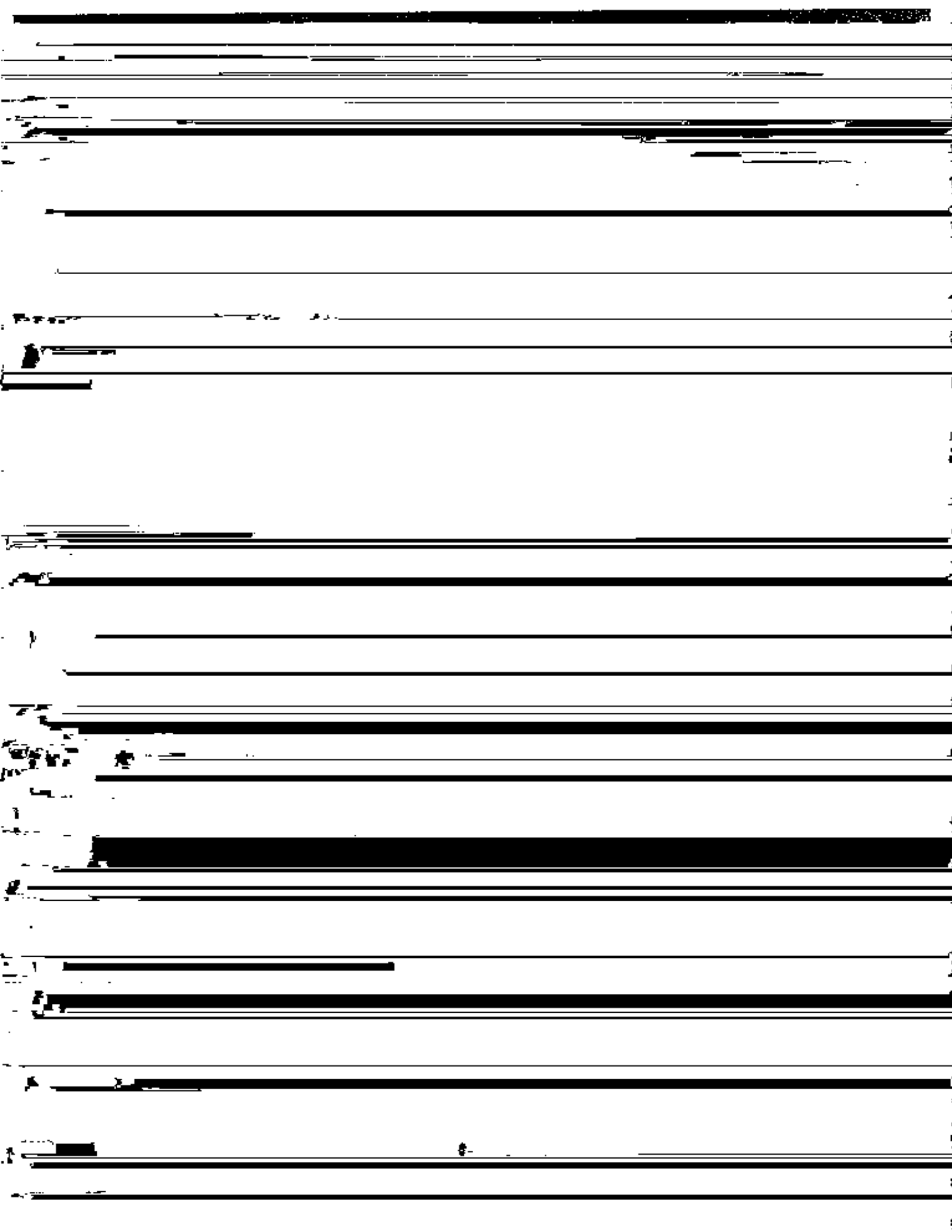
Education

Paragraph 163

Education is the basis for the full promotion and improvement of the status of women. It is the basic tool that should be given to women in order to fulfil their role as full members of society. Governments should strengthen the participation of women at all levels of national educational policy and in formulating and implementing plans, programmes and projects. Special measures should be adopted to revise and adapt women's education to the realities of the developing world. Existing and new services should be directed to women as intellectuals, policy-makers, decision-makers, planners, contributors and beneficiaries, with particular attention to the UNESCO Convention against Discrimination in Education (1960). Special measures should also be adopted to increase equal access to scientific, technical and vocational education, particularly for young women, and evaluate progress made by the poorest women in urban and rural areas.

Paragraph 164









Paragraph 185

Financial, technical, advisory and institutional support should be provided

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Paragraph 195

Governments should recognize the importance of improving the conditions ...



Science and technology

Paragraph 200

The full and effective participation of women in the decision-making and implementation process related to science and technology, including planning and setting priorities for research and development, and the choice, acquisition, adaptation, innovation and application of science and technology for development should be enhanced. Governments should reassess their technological capabilities and monitor current processes of change so as to anticipate and ameliorate any large impact on women, particularly adverse effects.

Paragraph 205

Par

205

Efforts in the design and delivery of appropriate technology to women should be intensified, and attention should be given to the achievement of the best

[REDACTED]

Paragraph 210

Women and women's groups should be participants in and equal beneficiaries of housing and infrastructure construction projects. They should be consulted in the choice of design and technology of construction and should be involved in the management and maintenance of the facilities. To this end, women should be provided with construction, maintenance and management skills and should be participants in related training and educational programmes. Special attention must be given to the provision of adequate water to all communities, in consultation with women.

Paragraph 211

Housing credit schemes should be reviewed and women's direct access to housing

Paragraph 216

In the choice of modes of transportation and the design of transport routes, the increasing ratio of women whose income is essential for family survival should be taken into account.

Paragraph 217

In the design and choice of both commercial and appropriate vehicular technology, the needs of women, especially those with young children, should be taken into consideration. Institutional support to give women access to

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avoid the loss of women's income to middlemen and urban industries. Development of  
fuelwood plantations, diffusion of fast-growing varieties of trees

and sustain productive resources should be enhanced. All sources of information dissemination should be mobilized to increase the self-help potential of women in conserving and improving their environment. National and international emphasis on ecosystem management and the control of environmental degradation should be strengthened and women should be recognized as active and equal participants in this process.

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Paragraph 227

The environmental impact of policies, programmes and projects on women's health and activities, including their sources of employment and income, should be assessed and the negative effects eliminated.

phenomenon, but a blow to their physical and moral integrity, against which they have the right (and the duty) to fight, whether they are themselves the victims or the witnesses. Beyond these urgent protective measures for maltreated women and children, as well as repressive measures for the authors of this maltreatment, it would be proper to set in motion long-term supportive machineries of aid and guidance for maltreated women and children, as well as the people affected by this

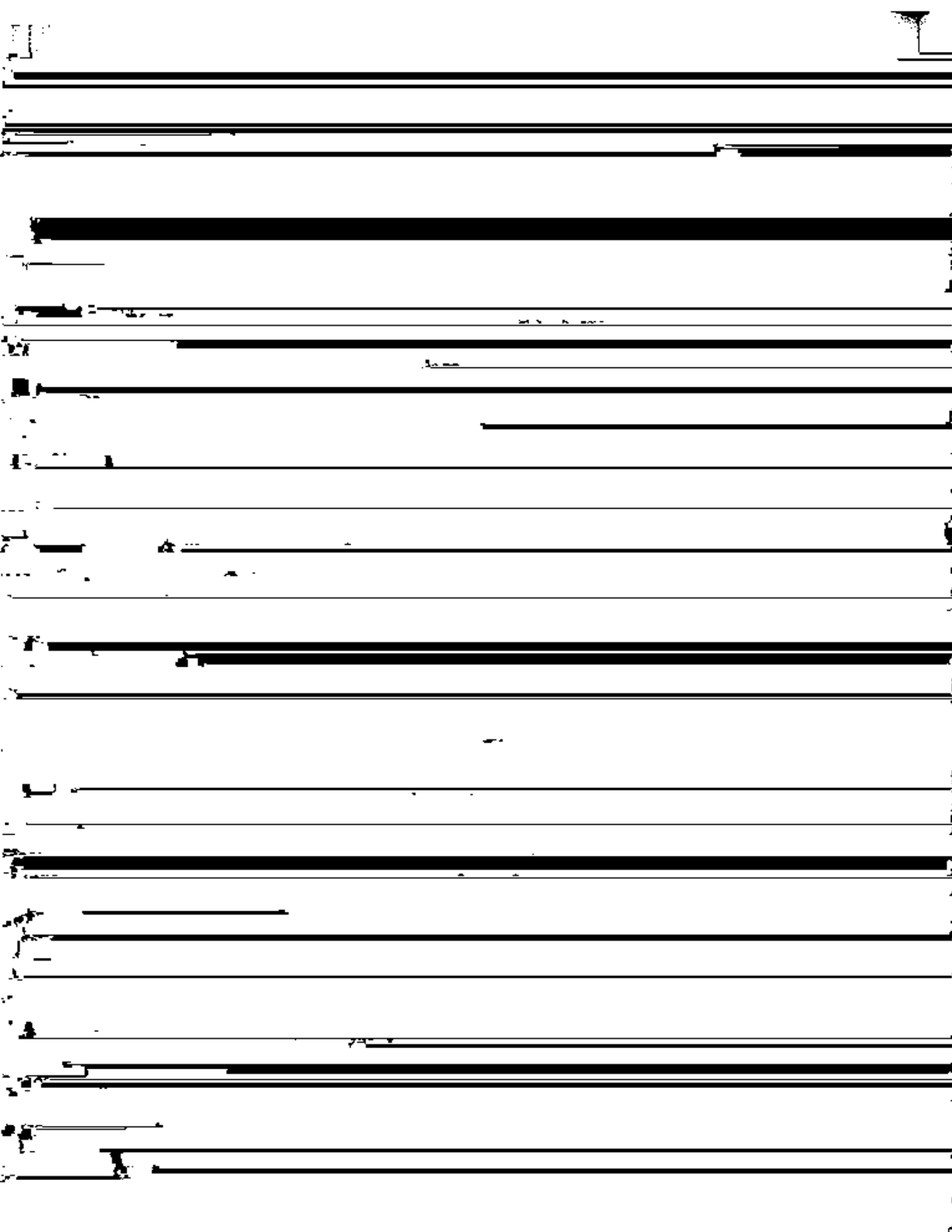
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Paragraph 241

In view of the fact that women are still very inadequately represented in national and international political processes dealing with peace and conflict settlement, it is essential that women support and encourage each other in their initiatives and action relating either to universal issues such as







Full international assistance should be given to the most oppressed group under apartheid - women and children. The United Nations system, Governments and non-governmental organizations should identify the basic needs of women and children under apartheid and other racist minority régimes, including women in refugee camps in southern Africa, and provide them with

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national liberation movements - the African National Congress of South Africa, the

fields of health, education, and vocational training. Their living conditions

Paragraph 265

Non-governmental organizations should be encouraged to play an active role in promoting the restoration of peace in areas of conflict, in accordance with United Nations resolutions.

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Paragraph 266

States should be able to participate actively in the decision-making process

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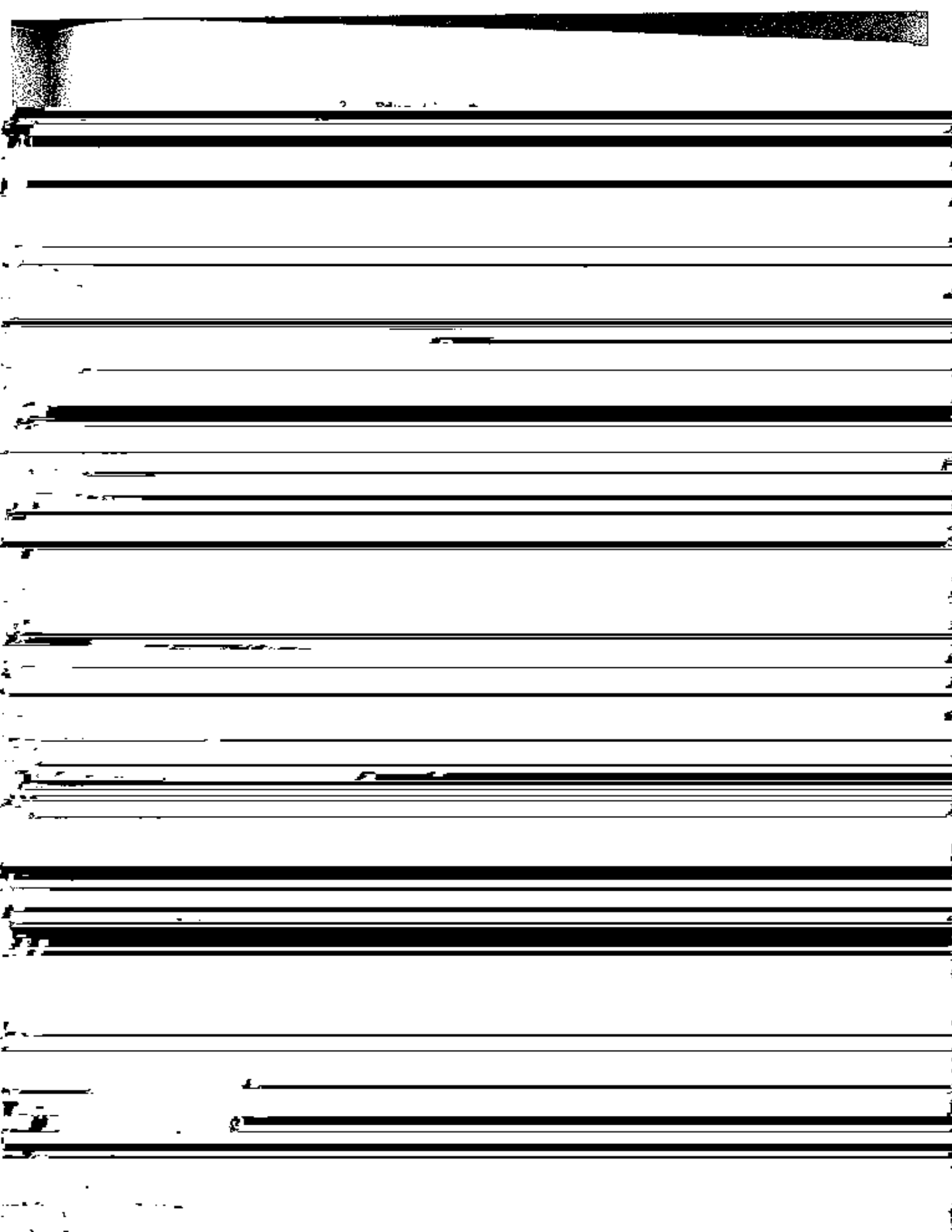
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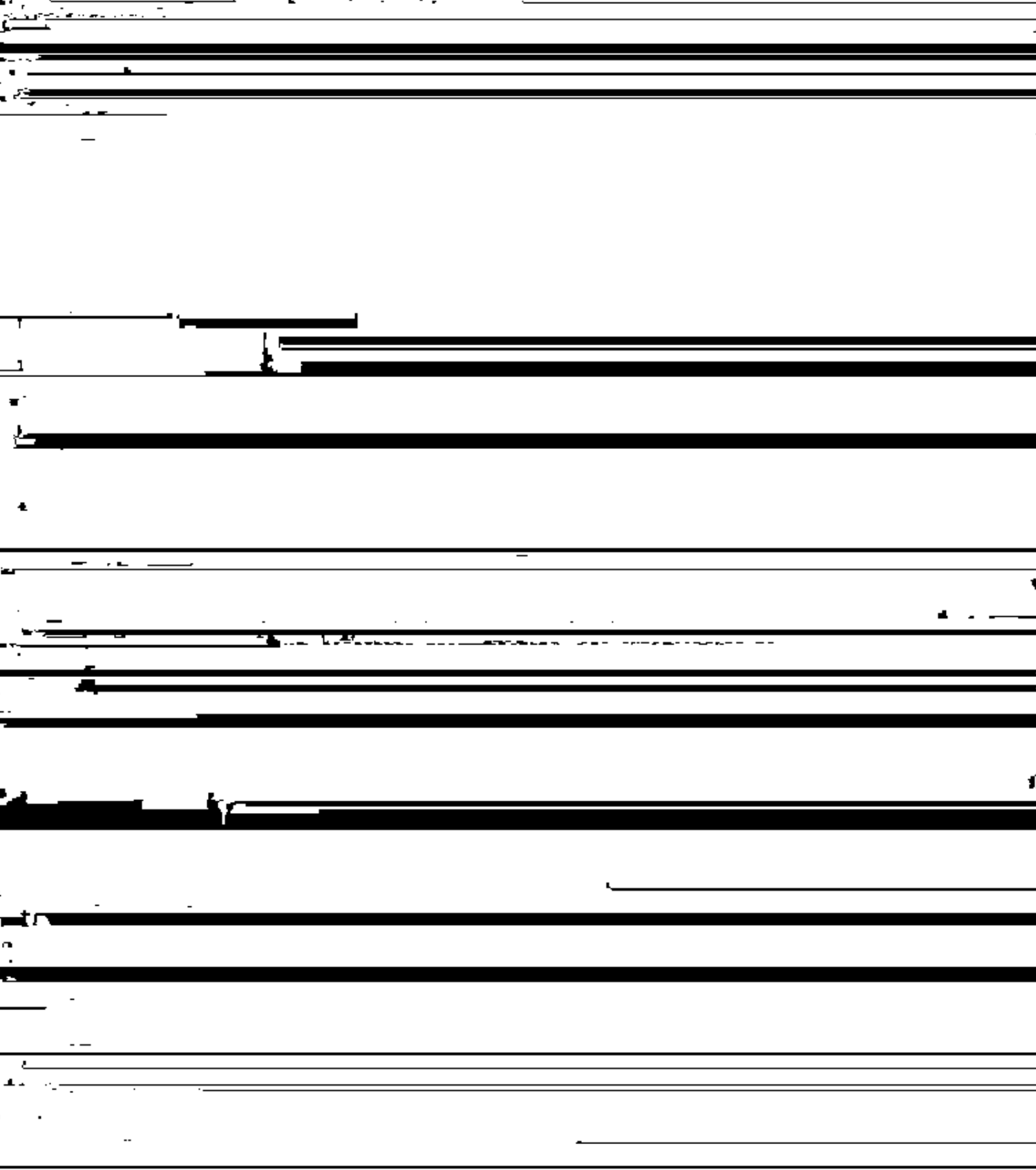
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IV. AREAS OF SPECIAL CONCERN

Paragraph 277



Paragraph 281

... policies, programmes and projects aimed at or accessible to ...

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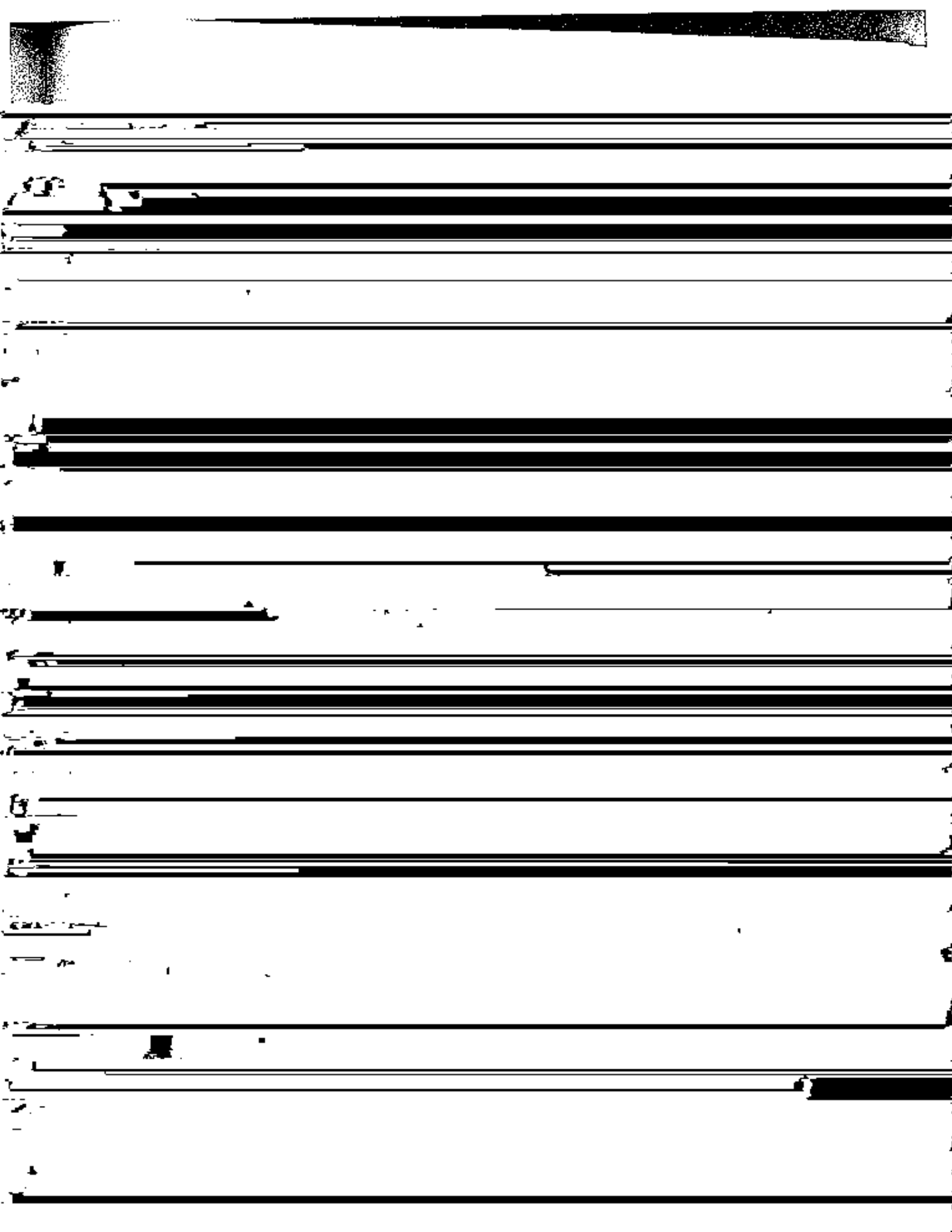
B. Urban poor women

Paragraph 284

Urbanization has been one of the major socio-economic trends over the past few decades and is expected to continue at an accelerating rate. Although the situation varies considerably from one region to another, it can generally be expected that by the year 2000 close to half the number of women in the world will be living in urban areas. ~~Therefore, the number of urban women will~~

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health. Low nutritional levels and unplanned and repeated pregnancies are also aggravating factors.

E. Abused women

Paragraph 288

... specific violence in increasing and Governments must affirm the duty

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Paragraph 291

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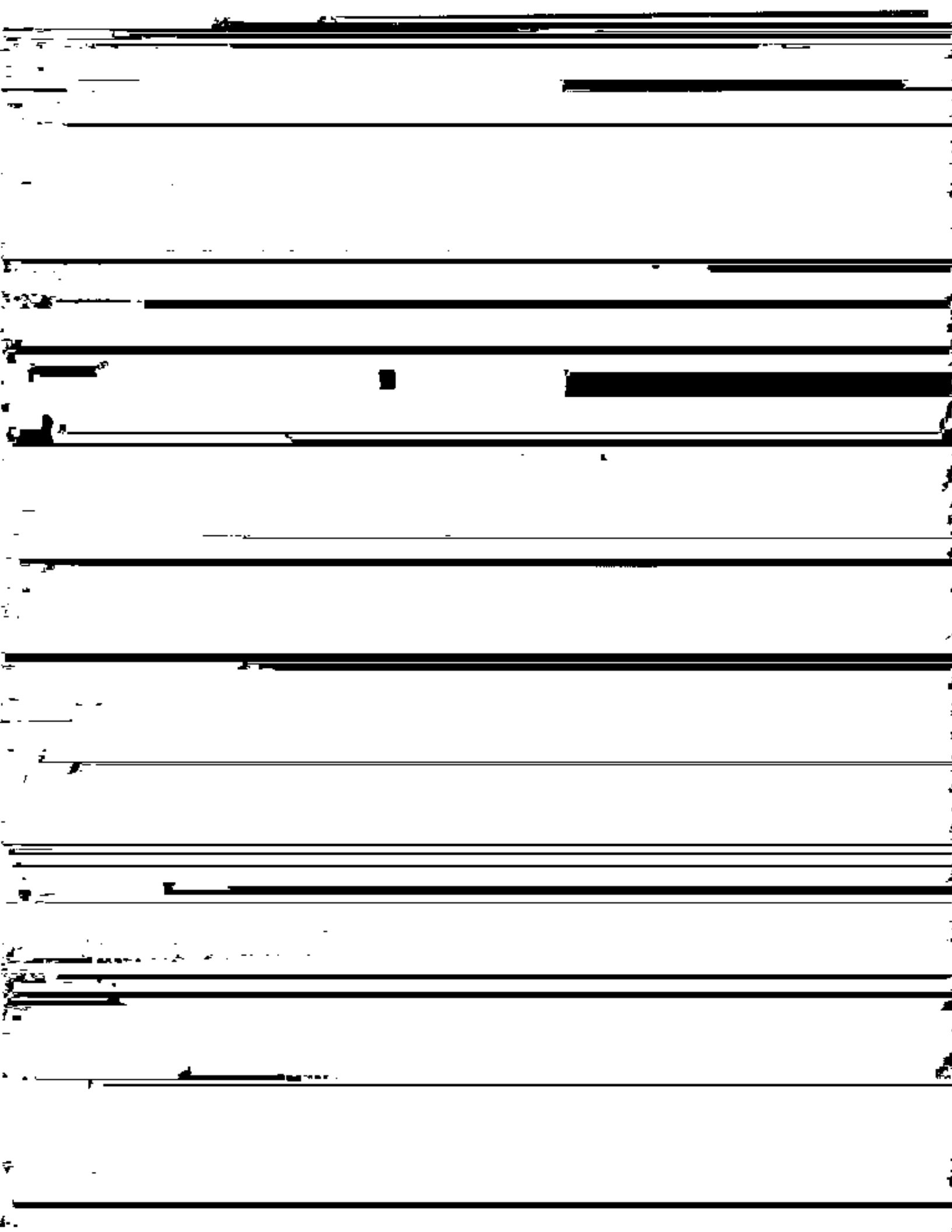
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as in bringing up their children alone. This has serious repercussions for society  
in terms of the quality, character, productivity and human resources.





M. Migrant women

Paragraph 300

[REDACTED]

the economic, social and cultural rights of these women and assist them in the fulfilment of their family and parental responsibilities. Specific measures should address dietary deficiencies, high levels of infant and maternal mortality and other health problems, lack of education, housing and child care.

constraints and other limiting criteria, such as geographical distribution and  
... ..

Paragraph 311

International, regional and subregional institutional co-ordination should be strengthened, particularly in relation to the exchange of information on the advancement of women and the establishment of collaborative arrangements to undertake activities with interrelated components.

Paragraph 312

Research and policy analysis should focus greater attention on the economic role of women in society, including access to economic resources such as land and capital. Research and policy analysis related to women should be action-oriented without losing sight of key analytical considerations. Further investment in evolving adequate gender-specific data is also required.

Paragraph 313

Steps should be taken to increase the participation of women in international, regional and subregional level activities and decision-making, including those directly or indirectly concerned with the maintenance of peace and security, the role of women in development and the role of women in the economy.

C. Measures for the implementation of the basic strategies

1. Monitoring

Paragraph 317

The implementation of the goals and objectives of the Decade - equality, development and peace - and of the Forward-looking Strategies should be monitored during the period 1986 to the year 2000. Monitoring at the international level should be based on reviews, at the regional, subregional and national levels, of action taken, resources allocated and progress achieved. The national reviews

appraisal of the existing instruments, strategies, plans and programmes that may be of direct or indirect relevance to women, are used as a basis for the





Paragraph 331

In order to enable women to define and defend their own interests and needs, the United Nations system and aid agencies should provide assistance for programmes and projects which strengthen women's autonomy, in particular in the integration process.

Paragraph 332

International non-governmental organizations, including such organizations as trade unions, should be encouraged to...



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the period between 1985 and the year 2000, taking into account

[REDACTED]

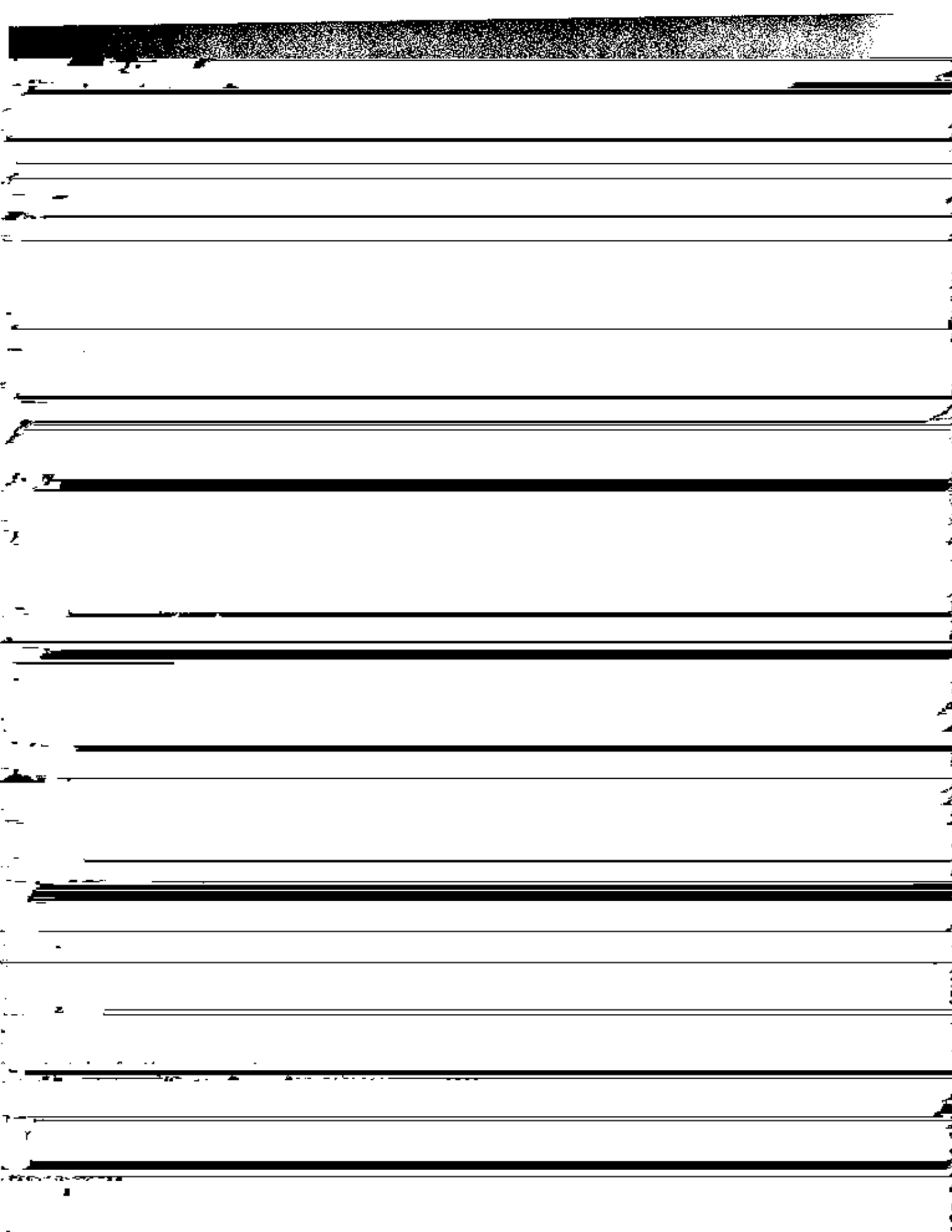
Paragraph 347

Guidelines should also be developed by the United Nations for action to remove

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order to increase knowledge, facilitate understanding and develop friendly  
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Page

Paragraph 362

Special efforts should be made at both the national and regional levels to ensure that women have equal access to all aspects of modern science and technology, particularly in educational systems. The use of science and technology can be a powerful instrument for the advancement of women. Special research to evolve appropriate technology for rural women should be carried out, and existing and new technology should be disseminated as widely as possible. The co-ordination of such activities in the regions should be the responsibility of the regional commissions, in co-operation with other intergovernmental bodies and agencies that deal with the status of women and technology.

paragraph 363

Governments and non-governmental organizations should organize regular training programmes that are aimed at improving the status of women workers and widening women's access to and improving their performance in managerial positions in the sectors of employment or self-employment. In this connection, the United Nations is urged to support programmes on network and exchange of expertise in

Paragraph 368

In order to promote peace, social justice and the advancement of women, wide publicity should be given by the United Nations to legal instruments and the United Nations Decade for Women and the objectives of the Decade.



